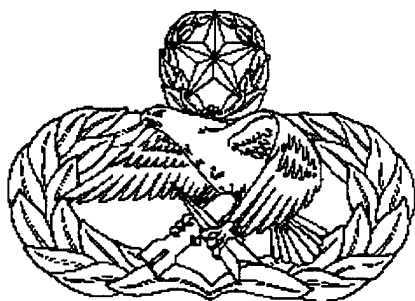




**UNITED STATES
AIR FORCE**



OCCUPATIONAL SURVEY REPORT



**AVIONICS GUIDANCE AND CONTROL SYTEMS
AFSC 2A1X2**

OSSN: 2307

SEPTEMBER 1998

**OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
1550 5th STREET EAST
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PREFACE

This report presents the results of an Air Force Occupational Survey of the Avionics Guidance and Control career ladder, Air Force Specialty Code (AFSC) 2A1X2. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by Mr. Michael Brosnan. Computer programming support was provided by Ms. Rebecca Hernandez. Mr. Robert E. Boerstler, Jr. analyzed the data and wrote the final report. This report has been reviewed and approved by Lt Col Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at <http://www.omsq.af.mil>.

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SUMMARY OF RESULTS

1. **Survey Coverage:** AFSCs 2A1X2 and 2A4X1 were surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 2,131 Active Duty (AD), Air National Guard (ANG), and Air Force Reserve Command (AFRC) respondents across both career ladders, accounting for 60 percent of the total population surveyed. The majority of this specific report, however, will primarily focus on members in AFSC 2A1X2, Avionics Guidance and Control Systems.
2. **Specialty Jobs:** The specialty job analysis associated with this report included respondents from both career ladders. Three jobs and three clusters were identified, accounting for 92 percent of the total sample. The remaining 8 percent, for one reason or another, did not group into one of these jobs or clusters. The Flightline Maintenance Cluster is the predominant job or cluster accounting for 72 percent of the survey population.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical, with a move from technical work at the 3- and 5-skill levels to supervisory and management work beginning at the 7-skill level. Members spend less time on technical tasks as they progress through the skill levels. Air National Guard and Air Force Reserve respondents remain much more technically oriented than their Active Duty counterparts. Additionally, there is a significant difference in the employment of the personnel in this DAFSC between AD and Reserve Forces. Ninety-one percent of the ANG members and 83 percent of the AFRC members group into the Flightline Maintenance Cluster at the 5-skill level, which includes tasks more associated with the 2A4X1 career ladder.
4. **Training Analysis:** The current STS provides comprehensive coverage of the work performed by career ladder personnel. Some STS elements warrant review of proficiency coding based on survey data. Few tasks were not referenced to the STS.
5. **Job Satisfaction:** Job satisfaction among AFSC 2A1X2 personnel is fairly low for all TAFMS groups (first-enlistment, second-enlistment, and career groups) when compared to responses from like AFSCs surveyed in the past year. Job satisfaction has also declined since the previous OSR was conducted in 1994. Reenlistment intentions for all TAFMS groups are lower when compared to like AFSCs and the previous survey.
6. **Implications:** Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed only by the Active Duty members of this career ladder. The ANG and AFRC members are more aligned with the organizational maintenance tasks of AFSC 2A4X1, Aircraft Guidance and Control Systems. The Reserve Forces comprise 75 percent of the total assigned personnel of this specialty, which would lend credence to the review for a possible merger with AFSC 2A4X1. Career ladder training documents appear, on the whole, to be well supported by survey data, but require review to ensure appropriate proficiency coding. Job satisfaction is fairly low for all TAFMS groups when compared to both the comparative sample of like AFSCs and the previous survey.

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**OCCUPATIONAL SURVEY REPORT (OSR)
AVIONICS GUIDANCE AND CONTROL SYSTEMS
(AFSC 2A1X2)**

INTRODUCTION

This is an Occupational Survey Report (OSR) of two Air Force Specialty Codes (AFSCs), the 2A1X2, Avionics Guidance and Control and 2A4X1, Aircraft Guidance and Control career ladders conducted by the Air Force Occupational Measurement Squadron (AFOMS).

For presentation purposes, however, separate OSRs were written for each of the surveyed career ladders. As a result, this specific report concentrates substantially on the AFSC 2A1X2, Avionics Guidance and Control career ladder. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The current Avionics Guidance and Control career ladder was created in October 1993 with the conversion from AFSC 455X1A/B to AFSC 2A1X2. Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the Avionics Guidance and Control career ladder was March 1994.

Background

As described in the AFMAN 36-2108, *Airman Classification*, 11 March 1998, *Specialty Description*, dated 30 April 1994, Avionics Guidance and Control personnel perform and supervise intermediate-level maintenance activities which includes troubleshooting and repairing avionics guidance and control systems, aircraft components, and associated in-shop support equipment.

Personnel entering the AFSC 2A1X2 career ladder must attend the Avionics Guidance and Control Apprentice course at Keesler AFB MS lasting 121 academic days. Upon completion of this AFSC awarding course, the graduate is awarded the 3-skill level.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery (ASVAB) score of Electronics - 67; a strength factor of "J" (Weight lift of 60 lbs) is also required.

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SURVEY METHODOLOGY

Inventory Development

This survey instrument was developed to include the tasks performed by AFSC 2A1X2, Avionics Guidance and Control Systems and AFSC 2A4X1, Aircraft Guidance and Control Systems personnel. The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2307, dated October 1997. A tentative task list was prepared which included tasks for both the 2A1X2 and 2A4X1 AFSCs after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 57 subject-matter experts (SMEs) at the following training location and operational installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Keesler AFB MS	332 TRS
Travis AFB CA	60 CRS
Edwards AFB CA	412 CRS
March AFB CA	163 ARW 452 MXS
Hurlburt Field FL	HQ AFSOC
Barnes MAP MA	104 FW
Barksdale AFB LA	2 OG

The resulting JI contains a comprehensive listing of 1,536 tasks grouped under 18 duty headings, and a background section requesting such information as grade, base, MAJCOM assigned, organizational level, component status, job title, functional area, work schedule, test equipment used or operated, aircraft support equipment used or operated, aircraft maintained, and forms used.

Survey Administration

From October 1997 through April 1998, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A1X2 and 2A4X1 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes

maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Table 1 reflects the percentage of distribution, by Duty AFSC (DAFSC), of assigned AFSC 2A1X2/2A4X1 personnel as of October 1997. The 2,131 respondents in the final sample represent 55 percent of the total assigned personnel and 60 percent of the total personnel surveyed. Table 2 reflects the paygrade and MAJCOM distribution for this study.

TABLE 1

DAFSC DISTRIBUTION OF SURVEYED PERSONNEL

DAFSC	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
2A132	2	2
2A152	23	21
2A172	12	12
2A431	13	12
2A451	35	35
2A471	15	18

TOTAL ASSIGNED* = 3,873

TOTAL SURVEYED** = 3,538

TOTAL IN SURVEY SAMPLE = 2,131

PERCENT OF ASSIGNED IN SAMPLE = 55%

PERCENT OF SURVEYED IN SAMPLE = 60%

* Assigned strength as of November 1997

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2

PAYGRADE/COMMAND DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	2A1X2		2A4X1	
	Percent of Assigned	Percent of Sample	Percent of Assigned	Percent of Sample
E-1 – E-3	4	5	16	17
E-4	21	21	25	23
E-5	36	35	32	32
E-6	25	25	18	19
E-7	14	14	9	9
COMMAND	2A1X2		2A4X1	
	Percent of Assigned	Percent of Sample	Percent of Assigned	Percent of Sample
AMC	7	9	34	38
AFSOC	6	6	10	8
ACC	5	6	21	21
AETC	3	3	7	8
AFMC	2	2	2	2
USAFE	1	1	2	2
PACAF	1	1	4	5
AFRC	23	24	20	16
ANG	52	48	0	0

As can be seen from Tables 1 and 2, the DAFSC, Paygrade, and Command distributions of the survey sample are extremely close to the percent assigned. This indicates a high probability that the survey is an accurate representation of the respective populations for these career ladders.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A1X2 and 2A4X1 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 83 senior NCOs who completed a TE booklet were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 93 raters was unacceptable. Since personnel in both the 2A1X2 and 2A4X1 AFSCs perform both flightline and backshop tasks, the raters could not agree on what tasks rated highest in training importance (this was true even when the data were separated by AFSC). Therefore, the TE data is considered unreliable for further analysis.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 93 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

As stated earlier, this OSR will focus primarily on members of the AFSC 2A1X2, Avionics Guidance and Control career ladder. However, the specialty job structure presented in this section of the report includes respondents from both the 2A1X2 and 2A4X1 career fields.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, five independent jobs and two clusters were identified within the career ladder. Figure 1 illustrates the jobs and clusters performed by AFSC 2A1X2 and 2A4X1 personnel.

A listing of these jobs and clusters is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I. FLIGHTLINE MAINTENANCE CLUSTER (ST086, N=1,554)
- II. SHOP MAINTENANCE CLUSTER (ST030, N=158)
- III. UNMANNED AERIAL VEHICLE (UAV) MAINTENANCE JOB (ST373, N=10)
- IV. MANAGEMENT CLUSTER (ST053, N=209)
- V. QUALITY ASSURANCE JOB (ST247, N=14)
- VI. INSTRUCTOR JOB (ST336, N=16)

The respondents forming these jobs and clusters account for 92 percent of the survey sample. The remaining 8 percent, for one reason or another, did not group into one of these jobs or clusters. Examples of job titles for these personnel include CDC Writer, Security Manager, Quality Manager, LAN Manager, and Resource Manager.

**AFSC 2A1X2/2A4X1 CAREER LADDER SPECIALTY JOBS
(N = 2,131)**

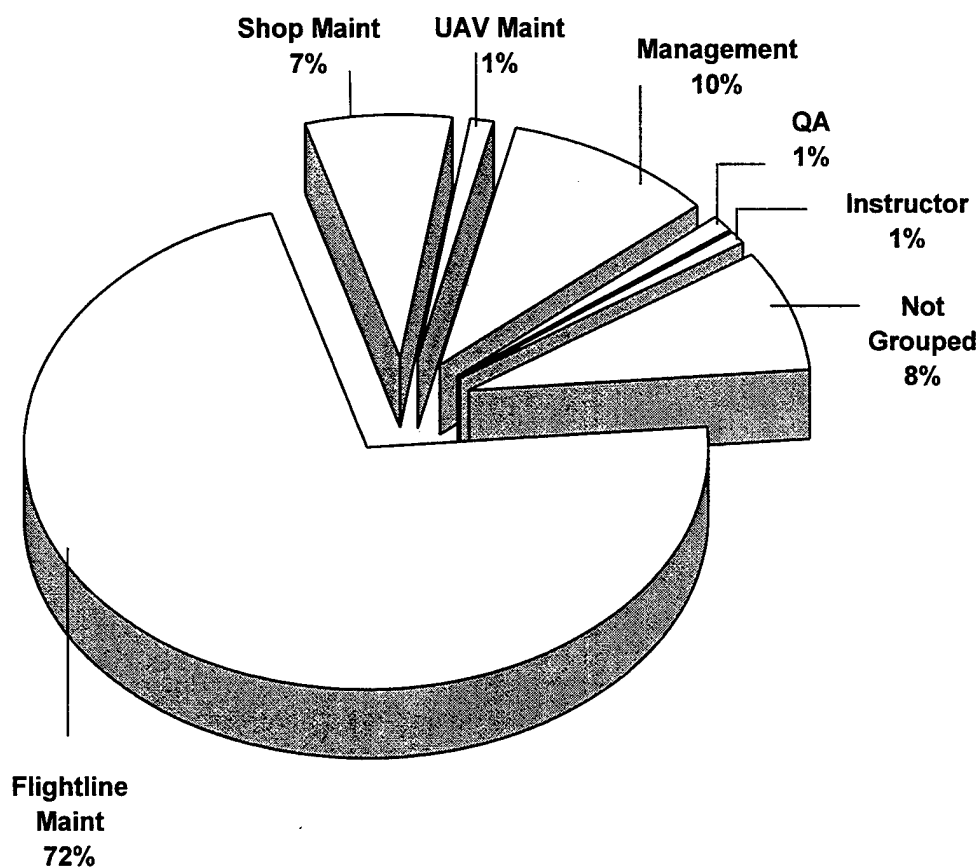


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the jobs and clusters identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs and clusters. Selected background data for these jobs and clusters are provided in Table 4. Representative tasks for all the groups are contained in Appendix A. Table 5 shows a job comparison between the current and 1994 surveys.

I. FLIGHTLINE MAINTENANCE CLUSTER (ST086). The 1,554 airmen performing within this cluster (72 percent of the survey sample) represent the core of the career ladder. They spend 51 percent of their time performing the Flight Instrument, Engine Instrument, and Flight Director and Navigation System tasks of Duties B, C, and D (Table 3). They average 286 tasks performed, the highest of any other job or cluster, indicating their diversity in performing the core Guidance and Control systems duties. Distinctive tasks performed include:

- Perform safety wire procedures
- Crimp electrical connections
- Perform leak checks of pitot-static system lines, hoses, or fittings
- Perform operational checks of airspeed indicators
- Repair electrical wiring
- Perform operational checks of altimeters
- Remove or install pitot-static system lines, hoses, or fittings
- Remove or install airspeed indicators
- Perform operational checks of airspeed indicating systems
- Remove or install common electrical system components, such as relays, circuit breakers, or switches
- Remove or install altimeters
- Apply range marks or slippage marks
- Troubleshoot pitot-static system lines, hoses, or fittings

This cluster consists of both 2A1X2 and 2A4X1 personnel. The ANG does not have the 2A4X1 AFSC, utilizing their 2A1X2 personnel for both flightline and backshop functions. The ANG 2A1X2 personnel account for 20 percent of this cluster, with AD and AFRC personnel holding the 2A1X2 specialty comprising another 12 percent (Table 4).

The jobs within this cluster are identified by the type and number of tasks performed maintaining the Guidance and Control systems of the A-10, B-52/U-2, C-5, C-17, C-130, C-141, C/KC-135, and Helicopters.

The predominant paygrades of this cluster are E-5 through E-7 (Table 4). Sixty percent of these airmen are AD, averaging nearly 7½ years in the career field and nearly 8 years in the service. Sixty-eight percent of this cluster hold the 2A4X1 AFSC while 32 percent are 2A1X2 members. Sixty percent report holding the 5-skill level and 24 percent the 7-skill level. Furthermore, 14 percent of these members are assigned to units overseas.

II. SHOP MAINTENANCE CLUSTER (ST030). The 158 airmen forming this job (7 percent of the survey sample) perform an average of 76 tasks and are distinguished by the 30 percent of their time spent performing the General Guidance and Control Systems tasks of Duty A (Table 3). Although most of the work done by these members is focused on the in-shop activities of AFSC 2A1X2, some members of this group also perform the flightline tasks associated with the 2A4X1 career ladder. Typical of the shop maintenance tasks performed include:

- Solder or desolder electrical components
- Perform electrostatic discharge sensitive device (ESD) safety procedures
- Inspect test equipment
- Crimp electrical connections
- Repair electrical wiring
- Repair crimped pin connectors
- Perform corrosion control procedures
- Troubleshoot test equipment
- Perform safety wire procedures
- Remove or install common electrical system components, such as relays, circuit breakers, or switches
- Repair test equipment
- Repair coaxial cables or connectors
- Fabricate coaxial or triaxial cables
- Repair circuit card assemblies

There were three distinct jobs identified within this cluster, all performing shop maintenance and separated by the tasks pertaining to either the A-10, the E-3/E-4/C-135, or the C-5/C-141 aircraft.

The predominant paygrade of this job is E-4 (Table 4). Seventy-three percent of these airmen are AD, averaging 6 years in the career field and 6½ years in the service. Twenty percent of these members are AFRC and seven percent ANG. Sixty-eight percent of this cluster report holding the 5-skill level and 16 percent the 7-skill level.

III. UNMANNED AERIAL VEHICLE JOB (ST373). The 10 airmen forming this job (1 percent of the survey sample) are distinguished by the 60 percent of their time spent performing the General Aircraft tasks of Duty N. Although these members perform some Guidance and Control tasks, they mainly perform crew chief duties. They average only 50 tasks performed, indicating their specialization with the UAV. Representative tasks performed by these incumbents include:

- Perform preflight, thruflight, or postflight inspections
- Assist in aircraft weight and balance functions
- Assist in aircraft engine removals or installations
- Perform ground engine runs
- Jack or level aircraft
- Remove or install aircraft wheel and tire assemblies
- Position or remove aircraft chocks
- Launch or recover aircraft
- Perform engine removal preparation procedures
- Inspect aircraft landing gear systems
- Perform safety wire procedures
- Service aircraft tires
- Participate as tow team member or supervisor
- Perform scheduled inspections, such as isochronal, periodic, or phased
- Static ground aircraft

All of these airmen are AD, averaging 3½ years in the career field and 4½ years in the service. The predominant paygrades are E-1 to E-4. Sixty percent hold the 5-skill level and 40 percent the 3-skill level (Table 4).

IV. MANAGEMENT CLUSTER (ST053). The 209 airmen forming this job (10 percent of the survey sample) perform an average of 67 tasks and are distinguished by the 54 percent of their time spent performing the Management and Supervisory tasks of Duty P (Table 3). They spend another 35 percent of their time performing the Maintenance Management, Training, and General Administrative and Technical Order tasks of Duties O, Q, R, and S. Typical of the management and supervisory tasks performed include:

- Inspect personnel for compliance with military standards
- Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- Counsel subordinates concerning personal matters
- Supervise military personnel

- Determine or establish work assignments or priorities
- Conduct supervisory performance feedback sessions
- Evaluate personnel for compliance with performance standards
- Interpret policies, directives, or procedures for subordinates
- Write performance reports or supervisory appraisals
- Write recommendations for awards or decorations
- Conduct self-inspections or self-assessments
- Develop or establish work schedules

Sixty-eight percent of these members are 2A4X1 and 32 percent 2A1X2 (Table 4). Eighty-three percent are AD, while 13 percent are AFRC and only 4 percent are ANG. The predominant paygrade for this cluster is E-7 with 84 percent reporting they supervise others. The AD members average almost 15 years in the career field and nearly 16 years in the service.

V. QUALITY ASSURANCE (QA) JOB (ST247). The 14 members of this job (only 1 percent of the survey sample) are distinguished by the inspection tasks performed in the technical Duties A through M (Table 3). Typical of most aircraft maintenance AFSCs, the QA job is comprised of more experienced technical experts to ensure proper maintenance and safety procedures are followed. Representative tasks include:

- Inspect pitot-static system lines, hoses, or fittings
- Inspect flap position indicating system LRUs
- Inspect airspeed indicating systems
- Inspect airspeed indicators
- Inspect engine tachometer indicating system LRUs
- Inspect flap position indicating systems
- Inspect altimeters
- Inspect oil pressure indicating system LRUs
- Inspect hydraulic pressure indicating system LRUs
- Inspect engine fuel flow indicating system LRUs
- Inspect personnel for compliance with military standards
- Inspect test equipment
- Evaluate job-related suggestions

Seventy-one percent of the members of this job hold the 7-skill level. Seventy-nine percent are AD, while 14 percent are AFRC and 7 percent are ANG. Seventy-two percent of these job incumbents are 2A4X1 and 28 percent are 2A1X2. The predominant paygrades are E-5 to E-7. The AD members of this job average 13½ years in the career field and 14½ years in the service (Table 4).

VI. INSTRUCTOR JOB (ST336). Comprising 1 percent of the survey sample, these 16 airmen report 55 percent of their time performing Training tasks of Duty Q. They also spend 11 percent of their time performing the Management and Supervisory tasks of Duty P and 12 percent performing the General Administrative and Technical Order tasks of Duty S (Table 3). The members of this job perform an average of only 47 tasks, indicating their specialization in instructional duties. Representative of these tasks are:

- Conduct formal course classroom training
- Personalize lesson plans
- Administer or score tests
- Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STs)
- Evaluate progress of trainees
- Develop training materials or aids
- Develop performance tests
- Write test questions
- Counsel trainees on training progress
- Inspect training materials or aids for operation or suitability
- Complete student entry or withdrawal forms

Eighty-one percent of these members hold a 5-skill level and 19 percent the 7-skill level. The average time in the career ladder for these AD airmen is almost 10½ years, with 11½ years in service. The predominant paygrade of this job is E-6 (Table 4).

Comparison to Previous Study

Table 5 lists the jobs and clusters identified in this report and compares them to the jobs and clusters of the 1994 report. Five of the six jobs identified in the previous report matched similar jobs in this report. The only exception was the Tool Crib Job from the previous survey not being identified as a specific job within this report.

The UAV job identified in this report was not identified in the 1994 report.

These differences affect a very small percentage of the survey respondents and therefore have little effect on the career ladder structure.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	Flightline Maint Cluster (ST086) (N=1,544)	Shop Maint Cluster (ST030) (N=158)	UAV Maint Job (ST373) (N=52)	Mgmt Cluster (ST053) (N=209)	Quality Assurance Job (ST247) (N=14)	Instructor Job (ST336) (N=16)
A PERFORMING GENERAL GUIDANCE AND CONTROL SYSTEMS ACTIVITIES	7	30	8	4	2	3
B MAINTAINING FLIGHT INSTRUMENT SYSTEMS	28	17	8	2	19	5
C MAINTAINING ENGINE INSTRUMENT SYSTEMS	14	4	4	1	12	2
D MAINTAINING FLIGHT DIRECTOR AND NAVIGATION SYSTEMS	9	9	1	1	7	1
E MAINTAINING FUEL OR LIQUID QUANTITY INDICATING SYSTEMS	6	1	3	*	4	1
F MAINTAINING POSITION INDICATING SYSTEMS	6	1	4	*	8	*
G MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	5	7	*	1	3	*
H MAINTAINING AUGMENTATION SYSTEMS	1	1	0	*	1	*
I MAINTAINING COMPASS SYSTEMS	3	3	0	1	2	*
J MAINTAINING INERTIAL NAVIGATION SYSTEMS (INSS) OR WEAPONS RELEASE COMPUTER SYSTEMS	4	6	1	1	3	*
K MAINTAINING FIRE CONTROL SYSTEMS	*	*	0	*	1	0
L MAINTAINING FUEL SAVING ADVISORY OR COCKPIT AVIONICS SYSTEMS	2	2	*	*	1	*
M MAINTAINING FLIGHT RECORDERS	1	*	1	*	1	0
N PERFORMING GENERAL AIRCRAFT ACTIVITIES	6	1	60	1	3	2
O PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	1	2	2	8	4	1
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	3	4	3	54	18	11
Q PERFORMING TRAINING ACTIVITIES	2	2	2	12	3	55
R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM	1	2	*	6	5	4
S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	1	7	2	9	2	12

* less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	Flightline Maint Cluster (ST086) (N=1,544)	Shop Maint Cluster (ST030) (N=158)	UAV Maint Job (ST373) (N=10)	Mgmt Cluster (ST053) (N=209)	Quality Assurance Job (ST247) (N=14)	Instructor Job (ST336) (N=16)
PERCENT OF SAMPLE	72%	7%	1%	10%	1%	1%
PERCENT IN CONUS	86%	87%	100%	81%	86%	100%
DAFSC DISTRIBUTION:						
2A132	1%	13%	0	0	0	0
2A152	20%	59%	0	9%	7%	6%
2A172	11%	12%	0	23%	21%	0
2A431	15%	3%	40%	0	0	0
2A451	40%	9%	60%	11%	22%	75%
2A471	13%	4%	0	57%	50%	19%
COMPONENT STATUS:						
ACTIVE DUTY	60%	73%	100%	83%	79%	100%
AIR NATIONAL GUARD	20%	7%	0	4%	7%	0
AIR FORCE RESERVE	20%	20%	0	13%	14%	0
PAYGRADE DISTRIBUTION:						
E-1 - E-3	14%	16%	40%	0	0	0
E-4	23%	41%	50%	3%	0	0
E-5	35%	28%	10%	19%	43%	6%
E-6	22%	11%	0	26%	21%	69%
E-7	5%	4%	0	52%	36%	25%
AVERAGE MONTHS IN CAREER FIELD *	90	72	44	177	163	128
AVERAGE MONTHS IN SERVICE *	94	79	53	190	173	138
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS) *	32%	29%	50%	0	0	0
PERCENT SUPERVISING	42%	25%	30%	84%	29%	12%
AVERAGE NUMBER OF TASKS PERFORMED	286	76	50	67	124	47

* Active Duty Only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1994 SURVEYS

CURRENT SURVEY (N=2,131)	1994 SURVEY (N=2,323)
I. Flightline Maintenance Cluster	I. Flightline Maintenance Cluster
II. Shop Maintenance Cluster	II. In-Shop Maintenance Cluster
III. Unmanned Aerial Vehicle (UAV) Maintenance Job	<i>No Similar Job Identified</i>
IV. Management Cluster	V. Maintenance Administration Cluster VII. Supervisory/Management Job
V. Quality Assurance (QA) Job	III. Quality Assurance (QA) Inspection Job
VI. Instructor Job	VI. Instructor Cluster
<i>No Similar Job Identified</i>	IV. Tool Crib Job

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification*, Specialty Description and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs and clusters are displayed in Tables 6-8, while Tables 9-11 offer another perspective by displaying the relative percent time spent on each duty across skill-level groups. These tables also reflect the distribution of AD, ANG, and AFRC personnel. A somewhat typical pattern of progression is noted within the AFSC 2A1X2 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, they begin to perform supervisory tasks, but still spend time performing the technical tasks of the career ladder.

Skill-Level Descriptions

DAFSC 2A132 Representing 1 percent of the survey sample, these 32 AD airmen perform an average of 89 tasks. Sixty-six percent of this group work in the Shop Maintenance Cluster (Table 6), with 31 percent performing in the Flightline Maintenance Cluster.

Table 9 reflects the percent time spent on duties by DAFSC 2A132 personnel. At the 3-skill level, their time is concentrated on the technical tasks of duties A and B. Representative tasks performed by these members are listed in Table 12.

DAFSC 2A152 The 452 members of this group account for 21 percent of the survey sample. Sixty-nine percent work in the Flightline Maintenance Cluster and 21 percent in the Shop Maintenance Cluster (Table 7). This table also reflects the differences in the job distribution of AD, ANG and AFRC forces. The AD employs 53 percent of their 5-skill level personnel in the Shop Maintenance Cluster while the ANG and AFRC have 91 and 83 percent respectively in the Flightline Maintenance Cluster. This is a significant difference in the employment of the personnel in this DAFSC between the AD and Reserve Forces.

Table 10 provides a comparison of the relative time spent on duties for the AD, ANG, and AFRC forces at the 5-skill level. This table reflects the AD devote more time to General Avionics Guidance and Control systems tasks compared to their ANG and AFRC counterparts who spend more time than the AD performing the Flight Instrument and Engine Instrument systems tasks.

table shows the 3-skill levels perform some technical tasks more than 5-skill levels, while the 5-skill levels perform supervisory tasks not performed at the 3-skill level.

Table 18 shows the tasks with the most differences between AD 5-skill levels and their ANG 5-skill level counterparts. This table clearly shows AD forces performing more in-shop tasks than the ANG forces and the ANG members performing more flightline tasks than the AD.

Table 19 compares the tasks performed by AD and AFRC 5-skill levels. The differences reflected in this table are heavily weighted toward the flightline tasks performed by AFRC members, compared to AD 5-skill levels who are more in-shop maintenance oriented.

Table 20 compares the 5-skill levels of the Reserve Forces. This table shows more ANG members performing the Compass Systems tasks of Duty I than their AFRC counterparts. It also shows the AFRC incumbents performing the Engine Instrument and Position Indicating Systems of Duties C and F.

DAFSC 2A172 These 260 members perform an average of 255 tasks and represent 12 percent of the survey sample. Table 8 shows the highest percentage of members are in the Flightline Maintenance Cluster. It also reflects the ANG and AFRC focusing more on the technical job in the Flightline Maintenance Cluster and less in the Management Cluster as their AD counterparts.

Table 11 reflects the percent time spent on duties by DAFSC 2A172 members. The main point of this table is the large amount of time spent by ANG and AFRC members performing the technical tasks of Duties B and C, while the AD is heavily involved in the Supervisory and Management tasks of Duty P.

Representative tasks performed by 7-skill level members are reflected in Tables 22-24. Table 25 reflects tasks which best differentiate between AD 5- and 7-skill levels. This table clearly shows the much higher devotion to management and supervisory tasks at the 7-skill level than the 5-skill level. Table 26 compares the ANG 5- and 7-skill levels and shows the 7-skill levels performing training and supervisory tasks at a much higher percentage than the 5-skill levels.

Table 27 reflects the tasks which best differentiate between AFRC 5- and 7-skill levels. Like their AD and ANG counterparts, the AFRC 5-skill levels are more technically oriented than the 7-skill levels who perform training and supervisory tasks at a much higher percentage.

Tables 28 and 29 reflect the differences between the AD and ANG and AD and AFRC members. Both tables show the much heavier involvement in supervisory and management tasks of the AD 7-skill level members than their more technically oriented Reserve Forces counterparts.

Table 30 compares the ANG and AFRC 7-skill levels and reflects results very similar to the 5-skill level differences of the Reserve Forces. This table shows the ANG performing Compass System tasks at a much higher percentage than the AFRC 7-skill levels.

Summary

Progression in the Avionics Guidance and Control Systems career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen performing primarily the core job of Avionics Guidance and Control at the 5- and 7-skill levels, with some broadening into supervisory functions at the 7-skill level. While AD craftsmen at the 7-skill level begin to shift to supervisory jobs, the ANG and AFRC members at the 5-and 7- skill levels spend a higher percentage of their time performing technical tasks versus supervisory tasks

Additionally, there is a significant difference in the employment of the personnel in this DAFSC between AD and Reserve Forces. Ninety-one percent of the ANG members and 83 percent of the AFRC members group into the Flightline Maintenance Cluster at the 5-skill level, which includes tasks more associated with the 2A4X1 career ladder.

TABLE 6

DISTRIBUTION OF 3-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	ACTIVE 2A132 (N=32)
I. FLIGHTLINE MAINTENANCE CLUSTER	31
II. SHOP MAINTENANCE CLUSTER	66
III. UNMANNED AERIAL VEHICLE (UAV) MAINTENANCE JOB	0
IV. MANAGEMENT CLUSTER	0
V. QUALITY ASSURANCE JOB	0
VI. INSTRUCTOR JOB	0
NOT GROUPED	3

TABLE 7

DISTRIBUTION OF 5-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A152 (N=452)		ACTIVE 2A152 (N=133)		ANG 2A152 (N=218)		AFRC 2A152 (N=101)	
I. FLIGHTLINE MAINTENANCE CLUSTER	69		21		91		83	
II. SHOP MAINTENANCE CLUSTER	21		53		4		13	
III. UNMANNED AERIAL VEHICLE (UAV) MAINTENANCE JOB	0		0		0		0	
IV. MANAGEMENT CLUSTER	4		13		0		2	
V. QUALITY ASSURANCE JOB	*		1		0		0	
VI. INSTRUCTOR JOB	*		1		0		0	
NOT GROUPED	6		11		5		2	

TABLE 8

DISTRIBUTION OF 7-SKILL LEVEL DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

<u>SPECIALTY JOBS</u>	TOTAL		ACTIVE		ANG		AFRC	
	2A172 (N=260)	2A172 (N=50)	2A172 (N=133)	2A152 (N=77)	2A172 (N=133)	2A152 (N=77)	2A172 (N=133)	2A152 (N=77)
I. FLIGHTLINE MAINTENANCE CLUSTER	66	20	84	65				
II. SHOP MAINTENANCE CLUSTER	7	8	2	17				
III. UNMANNED AERIAL VEHICLE (UAV) MAINTENANCE JOB	0	0	0	0				
IV. MANAGEMENT CLUSTER	18	52	7	14				
V. QUALITY ASSURANCE JOB	1	0	1	3				
VI. INSTRUCTOR JOB	0	0	0	0				
NOT GROUPED	8	20	6	1				

TABLE 9
RELATIVE PERCENT TIME SPENT ON DUTIES BY 3-SKILL LEVEL DAFSC GROUPS

DUTIES	ACTIVE 2A132 (N=32)	
A PERFORMING GENERAL GUIDANCE AND CONTROL SYSTEMS ACTIVITIES	25	
B MAINTAINING FLIGHT INSTRUMENT SYSTEMS	21	
C MAINTAINING ENGINE INSTRUMENT SYSTEMS	3	
D MAINTAINING FLIGHT DIRECTOR AND NAVIGATION SYSTEMS	10	
E MAINTAINING FUEL OR LIQUID QUANTITY INDICATING SYSTEMS	3	
F MAINTAINING POSITION INDICATING SYSTEMS	1	
G MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	9	
H MAINTAINING AUGMENTATION SYSTEMS	1	
I MAINTAINING COMPASS SYSTEMS	6	
J MAINTAINING INERTIAL NAVIGATION SYSTEMS (INSs) OR WEAPONS RELEASE COMPUTER SYSTEMS	9	
K MAINTAINING FIRE CONTROL SYSTEMS	*	
L MAINTAINING FUEL SAVING ADVISORY OR COCKPIT AVIONICS SYSTEMS	*	
M MAINTAINING FLIGHT RECORDERS	*	
N PERFORMING GENERAL AIRCRAFT ACTIVITIES	2	
O PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	*	
Q PERFORMING TRAINING ACTIVITIES	1	
R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM	2	
S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	

* less than 1 percent

TABLE 10

RELATIVE PERCENT TIME SPENT ON DUTIES BY 5-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 2A152 (N=452)	ACTIVE 2A152 (N=133)	ANG 2A152 (N=218)	AFRC 2A152 (N=101)
A PERFORMING GENERAL GUIDANCE AND CONTROL SYSTEMS ACTIVITIES	11	18	10	10
B MAINTAINING FLIGHT INSTRUMENT SYSTEMS	23	16	31	28
C MAINTAINING ENGINE INSTRUMENT SYSTEMS	11	4	14	14
D MAINTAINING FLIGHT DIRECTOR AND NAVIGATION SYSTEMS	9	9	9	9
E MAINTAINING FUEL OR LIQUID QUANTITY INDICATING SYSTEMS	5	2	6	6
F MAINTAINING POSITION INDICATING SYSTEMS	4	1	5	6
G MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	5	6	4	5
H MAINTAINING AUGMENTATION SYSTEMS	1	1	1	1
I MAINTAINING COMPASS SYSTEMS	4	4	5	3
J MAINTAINING INERTIAL NAVIGATION SYSTEMS (INSs) OR WEAPONS RELEASE COMPUTER SYSTEMS	4	5	5	3
K MAINTAINING FIRE CONTROL SYSTEMS	*	*	*	0
L MAINTAINING FUEL SAVING ADVISORY OR COCKPIT AVIONICS SYSTEMS	2	2	2	1
M MAINTAINING FLIGHT RECORDERS	1	*	1	2
N PERFORMING GENERAL AIRCRAFT ACTIVITIES	1	*	2	2
O PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	4	1	2
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	7	9	1	3
Q PERFORMING TRAINING ACTIVITIES	3	6	1	1
R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM	2	5	*	1
S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	8	2	3

* less than 1 percent

TABLE 11

RELATIVE PERCENT TIME SPENT ON DUTIES BY 7-SKILL LEVEL DAFSC GROUPS

DUTIES	TOTAL 2A172 (N=260)	ACTIVE 2A172 (N=50)	ANG 2A172 (N=133)	AFRC 2A172 (N=77)
A PERFORMING GENERAL GUIDANCE AND CONTROL SYSTEMS ACTIVITIES	7	5	7	8
B MAINTAINING FLIGHT INSTRUMENT SYSTEMS	20	7	23	21
C MAINTAINING ENGINE INSTRUMENT SYSTEMS	11	3	12	13
D MAINTAINING FLIGHT DIRECTOR AND NAVIGATION SYSTEMS	7	3	9	7
E MAINTAINING FUEL OR LIQUID QUANTITY INDICATING SYSTEMS	4	1	5	5
F MAINTAINING POSITION INDICATING SYSTEMS	4	1	4	5
G MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	5	3	4	6
H MAINTAINING AUGMENTATION SYSTEMS	1	*	1	1
I MAINTAINING COMPASS SYSTEMS	3	2	5	2
J MAINTAINING INERTIAL NAVIGATION SYSTEMS (INSs) OR WEAPONS RELEASE COMPUTER SYSTEMS	3	1	4	2
K MAINTAINING FIRE CONTROL SYSTEMS	*	*	*	*
L MAINTAINING FUEL SAVING ADVISORY OR COCKPIT AVIONICS SYSTEMS	2	*	2	2
M MAINTAINING FLIGHT RECORDERS	1	*	1	1
N PERFORMING GENERAL AIRCRAFT ACTIVITIES	1	1	2	1
O PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4	6	4	4
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	16	42	8	12
Q PERFORMING TRAINING ACTIVITIES	5	10	4	5
R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM	2	6	1	2
S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	7	3	3

* less than 1 percent

TABLE 12

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A132 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=32)
A0013	Perform corrosion control procedures	84
A0031	Solder or desolder electrical components	84
A0004	Crimp electrical connections	84
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	81
A0010	Inspect test equipment	81
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	75
A0015	Perform safety wire procedures	72
A0027	Repair electrical wiring	66
A0025	Repair crimped pin connectors	66
A0005	Fabricate coaxial or triaxial cables	66
B0098	Inspect altimeters	66
B0044	Bench check altimeters	63
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	59
I0992	Bench check C-12 compass system LRUs	59
A0024	Repair coaxial cables or connectors	59
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	56
B0043	Bench check airspeed indicators	56
B0097	Inspect airspeed indicators	56
G0842	Bench check E-4 autopilot system LRUs	53
G0870	Inspect E-4 autopilot system LRUs	53
A0033	Troubleshoot test equipment	53
G0920	Repair E-4 autopilot system LRUs	50
A0002	Calibrate test equipment	50
I1005	Inspect C-12 compass system LRUs	50
D0535	Inspect periscopic sextants	50
A0029	Repair test equipment	47
B0123	Inspect pitot-static system lines, hoses, or fittings	47
B0142	Perform operational checks of altimeters	47
B0133	Inspect VVIs	47
A0001	Apply range marks or slippage marks	47
G0853	Fault isolate E-4 autopilot system LRUs	44
A0023	Repair circuit card assemblies	44
D0495	Bench check periscopic sextants	44
B0096	Inspect airspeed indicating systems	44
I1018	Perform operational checks of C-12 compass systems	41
S1529	Inventory equipment, tools, parts, or supplies	41
A0017	Pot electrical connections	41
J1074	Inspect digital INS LRUs	41
G0938	Troubleshoot E-4 autopilot systems	41
D0510	Fault isolate periscopic sextants	41
B0095	Inspect aircraft clocks	41
G0889	Perform operational checks of E-4 autopilot systems	38

* Average Number of Tasks Performed - 89

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY ALL 2A152 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=452)
A0004	Crimp electrical connections	86
A0015	Perform safety wire procedures	85
A0031	Solder or desolder electrical components	84
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	83
A0027	Repair electrical wiring	80
A0010	Inspect test equipment	79
A0025	Repair crimped pin connectors	77
A0001	Apply range marks or slippage marks	75
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	74
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	74
A0013	Perform corrosion control procedures	73
B0142	Perform operational checks of altimeters	71
B0097	Inspect airspeed indicators	71
B0098	Inspect altimeters	70
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	69
B0043	Bench check airspeed indicators	69
B0141	Perform operational checks of airspeed indicators	69
B0044	Bench check altimeters	67
B0123	Inspect pitot-static system lines, hoses, or fittings	67
A0024	Repair coaxial cables or connectors	67
B0140	Perform operational checks of airspeed indicating systems	66
B0184	Remove or install pitot-static system lines, hoses, or fittings	66
B0170	Remove or install altimeters	66
B0169	Remove or install airspeed indicators	65
B0258	Troubleshoot pitot-static system lines, hoses, or fittings	64
B0096	Inspect airspeed indicating systems	62
A0005	Fabricate coaxial or triaxial cables	59
B0129	Inspect true airspeed indicators	59
B0083	Fault isolate pitot-static system lines, hoses, or fittings	58
B0160	Perform operational checks of true airspeed indicators	58
B0159	Perform operational checks of true airspeed indicating systems	58
B0187	Remove or install true airspeed indicators	58
A0017	Pot electrical connections	57
B0091	Inspect air data computers	57
B0128	Inspect true airspeed indicating systems	57
B0240	Troubleshoot airspeed indicating systems	56
A0003	Calibrate torque-indicating devices or tools	54
B0136	Perform operational checks of air data computers	54
B0133	Inspect VVIs	54
B0069	Fault isolate airspeed indicators	54
C0280	Bench check engine tachometer indicating system LRUs	53
A0033	Troubleshoot test equipment	52
B0070	Fault isolate altimeters	52

* Average Number of Tasks Performed - 215

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A152 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=133)
A0010	Inspect test equipment	80
A0031	Solder or desolder electrical components	78
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	74
A0027	Repair electrical wiring	71
A0004	Crimp electrical connections	71
A0025	Repair crimped pin connectors	67
A0033	Troubleshoot test equipment	65
A0013	Perform corrosion control procedures	62
A0029	Repair test equipment	62
A0015	Perform safety wire procedures	62
A0024	Repair coaxial cables or connectors	60
S1524	Evaluate serviceability of equipment, tools, parts, or supplies	59
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	59
A0002	Calibrate test equipment	56
A0005	Fabricate coaxial or triaxial cables	56
A0023	Repair circuit card assemblies	52
S1529	Inventory equipment, tools, parts, or supplies	50
B0043	Bench check airspeed indicators	48
A0017	Pot electrical connections	46
B0097	Inspect airspeed indicators	46
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	42
B0044	Bench check altimeters	42
S1536	Store equipment, tools, parts, or supplies	41
Q1470	Conduct OJT	41
P1393	Conduct self-inspections or self-assessments	39
B0098	Inspect altimeters	39
J1095	Load or verify INS computer programs	38
P1441	Inspect personnel for compliance with military standards	38
Q1485	Maintain training records or files	37
S1535	Pick up or deliver equipment, tools, parts, or supplies	37
P1392	Conduct safety inspections of equipment or facilities	37
B0062	Bench check VVIs	36
S1525	Identify and report equipment or supply problems	35
S1530	Issue or log turn-ins of equipment, tools, parts, or supplies	35
P1458	Supervise military personnel	35
I0992	Bench check C-12 compass system LRUs	35
A0001	Apply range marks or slippage marks	35
A0007	Fabricate multiconductor cables	34
P1401	Determine or establish work assignments or priorities	33
I1005	Inspect C-12 compass system LRUs	33
C0273	Bench check engine fuel flow indicating system LRUs	33
B0129	Inspect true airspeed indicators	33

* Average Number of Tasks Performed - 100

TABLE 15

REPRESENTATIVE TASKS PERFORMED BY ANG 2A152 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=218)
A0015	Perform safety wire procedures	96
A0001	Apply range marks or slippage marks	95
A0004	Crimp electrical connections	91
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	89
B0142	Perform operational checks of altimeters	89
B0141	Perform operational checks of airspeed indicators	88
B0170	Remove or install altimeters	88
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	87
B0184	Remove or install pitot-static system lines, hoses, or fittings	87
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	86
B0123	Inspect pitot-static system lines, hoses, or fittings	85
B0140	Perform operational checks of airspeed indicating systems	85
B0169	Remove or install airspeed indicators	85
A0027	Repair electrical wiring	84
A0031	Solder or desolder electrical components	83
B0258	Troubleshoot pitot-static system lines, hoses, or fittings	83
B0098	Inspect altimeters	83
B0097	Inspect airspeed indicators	82
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	78
B0096	Inspect airspeed indicating systems	78
A0025	Repair crimped pin connectors	78
B0043	Bench check airspeed indicators	76
A0013	Perform corrosion control procedures	76
B0044	Bench check altimeters	76
B0240	Troubleshoot airspeed indicating systems	76
B0083	Fault isolate pitot-static system lines, hoses, or fittings	75
A0010	Inspect test equipment	74
B0187	Remove or install true airspeed indicators	74
B0160	Perform operational checks of true airspeed indicators	72
B0159	Perform operational checks of true airspeed indicating systems	72
A0003	Calibrate torque-indicating devices or tools	71
B0165	Remove or install air data computers	70
B0136	Perform operational checks of air data computers	69
B0128	Inspect true airspeed indicating systems	68
B0168	Remove or install aircraft clocks	67
B0070	Fault isolate altimeters	67
B0091	Inspect air data computers	67
B0129	Inspect true airspeed indicators	67
C0460	Troubleshoot engine fuel flow indicating systems	67
A0024	Repair coaxial cables or connectors	66
B0261	Troubleshoot true airspeed indicating systems	66
B0139	Perform operational checks of aircraft clocks	65
B0069	Fault isolate airspeed indicators	65

* Average Number of Tasks Performed - 250

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A152 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=101)
A0031	Solder or desolder electrical components	94
A0004	Crimp electrical connections	93
A0010	Inspect test equipment	90
A0015	Perform safety wire procedures	90
A0025	Repair crimped pin connectors	90
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	88
A0001	Apply range marks or slippage marks	87
B0141	Perform operational checks of airspeed indicators	85
B0142	Perform operational checks of altimeters	85
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	84
B0140	Perform operational checks of airspeed indicating systems	84
A0027	Repair electrical wiring	84
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	83
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	83
B0043	Bench check airspeed indicators	83
B0159	Perform operational checks of true airspeed indicating systems	83
C0280	Bench check engine tachometer indicating system LRUs	82
B0044	Bench check altimeters	82
B0098	Inspect altimeters	82
B0097	Inspect airspeed indicators	82
B0170	Remove or install altimeters	82
A0013	Perform corrosion control procedures	81
B0123	Inspect pitot-static system lines, hoses, or fittings	81
B0169	Remove or install airspeed indicators	81
A0024	Repair coaxial cables or connectors	81
B0187	Remove or install true airspeed indicators	80
B0184	Remove or install pitot-static system lines, hoses, or fittings	79
B0128	Inspect true airspeed indicating systems	79
B0160	Perform operational checks of true airspeed indicators	79
B0258	Troubleshoot pitot-static system lines, hoses, or fittings	78
B0261	Troubleshoot true airspeed indicating systems	77
B0096	Inspect airspeed indicating systems	76
B0129	Inspect true airspeed indicators	76
B0083	Fault isolate pitot-static system lines, hoses, or fittings	74
C0397	Remove or install engine tachometer indicating system LRUs	73
A0005	Fabricate coaxial or triaxial cables	73
B0133	Inspect VVIs	72
B0091	Inspect air data computers	72
B0242	Troubleshoot altimeters	71
B0240	Troubleshoot airspeed indicating systems	71
C0333	Inspect engine tachometer indicating systems	71
B0136	Perform operational checks of air data computers	70
C0372	Perform operational checks of engine tachometer indicating systems	70

* Average Number of Tasks Performed - 294

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A132 AND 2A152 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE DAFSC 2A132 (N=32)	ACTIVE DAFSC 2A152 (N=133)	DIFF
A0016 Perform scheduled inspections, such as isochronal, periodic, or phased	75	42	33
B0134 Perform leak checks of pitot-static system lines, hoses, or fittings	56	29	27
B0098 Inspect altimeters	66	39	27
J1048 Bench check heads-up display (HUD) system LRUs or heads-down display (HDD) system LRUs	34	10	25
I0992 Bench check C-12 compass system LRUs	59	35	24
A0013 Perform corrosion control procedures	84	62	22
I1018 Perform operational checks of C-12 compass systems	41	19	22
D0510 Fault isolate periscopic sextants	41	19	22
G0870 Inspect E-4 autopilot system LRUs	53	32	22
D0535 Inspect periscopic sextants	50	29	21
G0842 Bench check E-4 autopilot system LRUs	53	32	21
P1393 Conduct self-inspections or self-assessments	*	39	-39
P1441 Inspect personnel for compliance with military standards	3	38	-35
P1458 Supervise military personnel	*	35	-35
P1392 Conduct safety inspections of equipment or facilities	3	37	-34
Q1475 Counsel trainees on training progress	*	32	-32
Q1481 Evaluate progress of trainees	*	32	-32
P1401 Determine or establish work assignments or priorities	3	33	-30
S1528 Initiate requisitions for equipment, tools, parts, or supplies	3	31	-28
C0273 Bench check engine fuel flow indicating system LRUs	6	33	-27
P1445 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	6	32	-26

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND ANG DAFSC 2A152 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE (N=133)		ANG (N=218)		DIFF
	DAFSC	2A152	DAFSC	2A152	
A0029 Repair test equipment	62		30		32
P1441 Inspect personnel for compliance with military standards	38		10		28
A0033 Troubleshoot test equipment	65		38		27
P1393 Conduct self-inspections or self-assessments	39		13		26
G0920 Repair E-4 autopilot system LRUs	31		7		23
P1392 Conduct safety inspections of equipment or facilities	37		14		23
G0842 Bench check E-4 autopilot system LRUs	32		10		22
P1461 Write performance reports or supervisory appraisals	24		3		21
S1524 Evaluate serviceability of equipment, tools, parts, or supplies	59		38		21
G0870 Inspect E-4 autopilot system LRUs	32		11		20
B0187 Remove or install true airspeed indicators	14		74		-61
C0460 Troubleshoot engine fuel flow indicating systems	6		67		-61
B0258 Troubleshoot pitot-static system lines, hoses, or fittings	21		83		-62
B0141 Perform operational checks of airspeed indicators	25		88		-63
B0240 Troubleshoot airspeed indicating systems	13		76		-63
B0165 Remove or install air data computers	7		70		-63
B0140 Perform operational checks of airspeed indicating systems	20		85		-65
B0184 Remove or install pitot-static system lines, hoses, or fittings	22		87		-65
B0169 Remove or install airspeed indicators	20		85		-66
B0170 Remove or install altimeters	20		88		-68

TABLE 19

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND AFRC DAFSC 2A152 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE		AFRC		DIFF
	DAFSC	2A152	DAFSC	2A152	
	(N=133)	(N=101)			
B0159	14	83			-69
C0397	5	73			-68
B0187	14	80			-67
B0261	10	77			-67
C0391	5	70			-66
C0466	5	70			-65
C0372	5	70			-65
B0140	20	84			-64
B0170	20	82			-63
F0820	4	65			-62
B0169	20	81			-62
F0746	5	66			-62
F0768	5	66			-62
F0767	2	63			-62
B0165	7	67			-61
F0781	5	65			-61
C0460	6	66			-60
B0141	25	85			-60
B0160	19	79			-60
C0333	12	71			-59

TABLE 20

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG AND AFRC DAFSC 2A152 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG DAFSC 2A152 (N=218)	AFRC DAFSC 2A152 (N=101)	DIFF
I1020 Perform operational checks of J-4 compass systems	35	4	31
I1010 Inspect J-4 compass systems	36	5	31
I1012 Inspect N-1 compass systems	45	14	31
B0146 Perform operational checks of AOA systems	54	24	30
I1021 Perform operational checks of N-1 compass systems	44	14	30
I1025 Remove or install J-4 compass system LRUs	34	4	30
I1009 Inspect J-4 compass system LRUs	34	4	30
I1011 Inspect N-1 compass system LRUs	44	14	30
I0994 Bench check J-4 compass system LRUs	31	2	29
I0995 Bench check N-1 compass system LRUs	41	12	29
I1026 Remove or install N-1 compass system LRUs	43	14	29
B0053 Bench check ground proximity warning system (GPWS) LRUs or ground collision avoidance system (GCAS) LRUs	18	54	-36
C0385 Perform operational checks of torque indicating systems	25	61	-36
C0293 Calibrate torque indicating systems	26	59	-34
C0410 Remove or install torque indicating system LRUs	26	59	-34
F0819 Troubleshoot elevator trim position indicating systems	25	59	-34
F0743 Inspect elevator trim position indicating system LRUs	25	59	-34
F0767 Perform operational checks of elevator trim position indicating systems	31	63	-33
C0282 Bench check fuel pressure indicating system LRUs	22	54	-33
C0479 Troubleshoot torque indicating systems	26	57	-32
F0765 Perform operational checks of aileron or lateral trim position indicating systems	27	58	-31

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ALL 2A172 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=260)
A0010	Inspect test equipment	78
A0004	Crimp electrical connections	77
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	73
A0031	Solder or desolder electrical components	73
A0027	Repair electrical wiring	73
A0015	Perform safety wire procedures	71
B0098	Inspect altimeters	71
A0001	Apply range marks or slippage marks	71
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	70
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	70
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	70
B0097	Inspect airspeed indicators	70
A0025	Repair crimped pin connectors	70
B0123	Inspect pitot-static system lines, hoses, or fittings	68
Q1470	Conduct OJT	67
P1401	Determine or establish work assignments or priorities	65
A0013	Perform corrosion control procedures	65
B0096	Inspect airspeed indicating systems	65
B0142	Perform operational checks of altimeters	65
B0141	Perform operational checks of airspeed indicators	65
B0184	Remove or install pitot-static system lines, hoses, or fittings	65
B0258	Troubleshoot pitot-static system lines, hoses, or fittings	64
B0044	Bench check altimeters	64
B0170	Remove or install altimeters	64
B0169	Remove or install airspeed indicators	64
P1458	Supervise military personnel	63
S1524	Evaluate serviceability of equipment, tools, parts, or supplies	63
B0140	Perform operational checks of airspeed indicating systems	63
S1529	Inventory equipment, tools, parts, or supplies	62
B0129	Inspect true airspeed indicators	62
Q1485	Maintain training records or files	61
Q1481	Evaluate progress of trainees	61
B0128	Inspect true airspeed indicating systems	61
Q1475	Counsel trainees on training progress	60
B0043	Bench check airspeed indicators	60
B0240	Troubleshoot airspeed indicating systems	60
C0322	Inspect engine fuel flow indicating systems	60
B0160	Perform operational checks of true airspeed indicators	59
P1441	Inspect personnel for compliance with military standards	58
O1379	Perform time compliance technical order (TCTO) inspections	58
A0008	Inspect aircraft shock mounts	57
B0083	Fault isolate pitot-static system lines, hoses, or fittings	56

* Average Number of Tasks Performed - 255

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A172 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=50)
P1401	Determine or establish work assignments or priorities	78
P1445	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	76
P1393	Conduct self-inspections or self-assessments	74
P1391	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	72
P1458	Supervise military personnel	72
P1392	Conduct safety inspections of equipment or facilities	70
P1441	Inspect personnel for compliance with military standards	70
P1396	Conduct supervisory performance feedback sessions	68
P1398	Counsel subordinates concerning personal matters	68
P1431	Evaluate personnel for compliance with performance standards	68
P1461	Write performance reports or supervisory appraisals	66
P1405	Develop or establish work schedules	66
P1462	Write recommendations for awards or decorations	62
P1432	Evaluate personnel for promotion, demotion, reclassification, or special awards	62
P1404	Develop or establish work methods or procedures	60
Q1480	Evaluate personnel to determine training needs	60
S1524	Evaluate serviceability of equipment, tools, parts, or supplies	60
P1395	Conduct supervisory orientations for newly assigned personnel	60
Q1481	Evaluate progress of trainees	60
P1442	Interpret policies, directives, or procedures for subordinates	58
P1399	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	58
Q1485	Maintain training records or files	58
P1388	Assign personnel to work areas or duty positions	58
P1456	Schedule work assignments or priorities	58
P1419	Establish performance standards for subordinates	58
Q1475	Counsel trainees on training progress	58
P1435	Evaluate work schedules	56
P1434	Evaluate safety or security programs	54
P1436	Evaluate workload requirements	54
Q1470	Conduct OJT	54
P1424	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	52
S1529	Inventory equipment, tools, parts, or supplies	52
P1429	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	52
P1438	Initiate actions required due to substandard performance of personnel	52
P1454	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	50
Q1479	Evaluate effectiveness of training programs, plans, or procedures	48
P1420	Establish procedures for accountability of equipment, tools, parts, or supplies	48
A0010	Inspect test equipment	48
S1526	Initiate documentation to turn in excess or surplus property	48
A0031	Solder or desolder electrical components	48

* Average Number of Tasks Performed - 119

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY ANG 2A172 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=133)
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	88
A0001	Apply range marks or slippage marks	87
A0004	Crimp electrical connections	86
A0015	Perform safety wire procedures	84
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	84
A0027	Repair electrical wiring	84
B0098	Inspect altimeters	83
B0097	Inspect airspeed indicators	83
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	83
B0123	Inspect pitot-static system lines, hoses, or fittings	82
A0010	Inspect test equipment	82
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	81
B0141	Perform operational checks of airspeed indicators	81
B0142	Perform operational checks of altimeters	80
A0031	Solder or desolder electrical components	80
B0184	Remove or install pitot-static system lines, hoses, or fittings	80
A0025	Repair crimped pin connectors	80
B0096	Inspect airspeed indicating systems	79
B0170	Remove or install altimeters	79
B0169	Remove or install airspeed indicators	79
B0258	Troubleshoot pitot-static system lines, hoses, or fittings	78
B0140	Perform operational checks of airspeed indicating systems	78
B0240	Troubleshoot airspeed indicating systems	77
B0044	Bench check altimeters	77
B0095	Inspect aircraft clocks	77
B0187	Remove or install true airspeed indicators	76
C0322	Inspect engine fuel flow indicating systems	74
B0168	Remove or install aircraft clocks	74
B0139	Perform operational checks of aircraft clocks	74
B0129	Inspect true airspeed indicators	73
A0013	Perform corrosion control procedures	72
B0128	Inspect true airspeed indicating systems	72
B0043	Bench check airspeed indicators	72
A0003	Calibrate torque-indicating devices or tools	71
B0160	Perform operational checks of true airspeed indicators	71
B0261	Troubleshoot true airspeed indicating systems	71
B0159	Perform operational checks of true airspeed indicating systems	70
Q1470	Conduct OJT	68
O1379	Perform time compliance technical order (TCTO) inspections	68
B0083	Fault isolate pitot-static system lines, hoses, or fittings	68
B0036	Adjust pressure altimeters	68
F0710	Adjust flap position indicating system transmitters	68
A0008	Inspect aircraft shock mounts	67

* Average Number of Tasks Performed - 289

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY AFRC 2A172 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=77)
A0010	Inspect test equipment	90
A0027	Repair electrical wiring	81
A0004	Crimp electrical connections	79
A0025	Repair crimped pin connectors	79
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	78
A0031	Solder or desolder electrical components	78
B0097	Inspect airspeed indicators	78
B0098	Inspect altimeters	75
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	74
A0015	Perform safety wire procedures	74
Q1470	Conduct OJT	73
B0123	Inspect pitot-static system lines, hoses, or fittings	73
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	73
Q1481	Evaluate progress of trainees	70
S1524	Evaluate serviceability of equipment, tools, parts, or supplies	70
Q1485	Maintain training records or files	70
A0013	Perform corrosion control procedures	70
Q1475	Counsel trainees on training progress	70
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	70
B0096	Inspect airspeed indicating systems	70
C0321	Inspect engine fuel flow indicating system LRUs	70
B0129	Inspect true airspeed indicators	70
B0128	Inspect true airspeed indicating systems	70
P1441	Inspect personnel for compliance with military standards	69
P1458	Supervise military personnel	69
B0043	Bench check airspeed indicators	69
A0001	Apply range marks or slippage marks	69
S1529	Inventory equipment, tools, parts, or supplies	68
B0169	Remove or install airspeed indicators	68
B0170	Remove or install altimeters	68
B0142	Perform operational checks of altimeters	66
B0044	Bench check altimeters	66
B0141	Perform operational checks of airspeed indicators	66
C0322	Inspect engine fuel flow indicating systems	66
B0184	Remove or install pitot-static system lines, hoses, or fittings	66
P1392	Conduct safety inspections of equipment or facilities	65
B0258	Troubleshoot pitot-static system lines, hoses, or fittings	65
C0333	Inspect engine tachometer indicating systems	65
B0160	Perform operational checks of true airspeed indicators	65
Q1480	Evaluate personnel to determine training needs	64
P1445	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	64
P1401	Determine or establish work assignments or priorities	64

* Average Number of Tasks Performed - 286

TABLE 25

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A152 AND 2A172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE DAFSC 2A152 (N=133)		ACTIVE DAFSC 2A172 (N=50)		DIFF
A0025	Repair crimped pin connectors	67	28	39	
A0027	Repair electrical wiring	71	34	37	
A0002	Calibrate test equipment	56	20	36	
B0043	Bench check airspeed indicators	48	14	34	
A0033	Troubleshoot test equipment	65	32	33	
A0029	Repair test equipment	62	30	32	
A0024	Repair coaxial cables or connectors	60	28	32	
A0010	Inspect test equipment	80	48	32	
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	74	44	30	
A0031	Solder or desolder electrical components	78	48	30	
P1391	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	13	72	-58	
P1432	Evaluate personnel for promotion, demotion, reclassification, or special awards	11	62	-51	
P1438	Initiate actions required due to substandard performance of personnel	6	52	-46	
P1431	Evaluate personnel for compliance with performance standards	22	68	-46	
P1395	Conduct supervisory orientations for newly assigned personnel	14	60	-46	
P1401	Determine or establish work assignments or priorities	33	78	-45	
P1405	Develop or establish work schedules	21	66	-45	
P1396	Conduct supervisory performance feedback sessions	23	68	-45	
P1454	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	4	50	-45	
P1419	Establish performance standards for subordinates	14	58	-44	

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG DAFSCs 2A152 AND 2A172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG DAFSC 2A152 (N=218)	ANG DAFSC 2A172 (N=133)	DIFF
O1369	15	59	-45
P1401	16	61	-45
Q1475	13	55	-42
Q1470	26	68	-42
P1458	15	56	-41
Q1481	16	56	-40
P1441	10	48	-38
Q1485	20	56	-37
Q1490	9	44	-36
Q1480	14	49	-35
P1410	10	43	-33
P1395	4	38	-33
Q1472	9	41	-32
P1442	4	35	-31
Q1479	4	35	-30
P1445	13	42	-29
Q1477	11	40	-29
S1534	16	46	-29
O1376	20	49	-29
O1378	10	39	-29

TABLE 27

TASKS WHICH BEST DIFFERENTIATE BETWEEN
AFRC DAFSCs 2A152 AND 2A172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	AFRC DAFSC 2A152 (N=101)			AFRC DAFSC 2A172 (N=77)			DIFF
C0280	Bench check engine tachometer indicating system LRUs	82		58			24
B0241	Troubleshoot airspeed indicators	70		48			22
B0262	Troubleshoot true airspeed indicators	70		48			22
B0159	Perform operational checks of true airspeed indicating systems	83		61			22
B0242	Troubleshoot altimeters	71		49			22
B0140	Perform operational checks of airspeed indicating systems	84		62			22
B0261	Troubleshoot true airspeed indicating systems	77		57			20
Q1490	Schedule training	24		62			-39
P1404	Develop or establish work methods or procedures	25		62			-38
P1461	Write performance reports or supervisory appraisals	9		45			-37
P1462	Write recommendations for awards or decorations	7		44			-37
Q1477	Develop training programs, plans, or procedures	16		53			-37
Q1475	Counsel trainees on training progress	34		70			-36
Q1480	Evaluate personnel to determine training needs	29		64			-35
P1431	Evaluate personnel for compliance with performance standards	21		56			-35
Q1485	Maintain training records or files	37		70			-34
P1395	Conduct supervisory orientations for newly assigned personnel	9		43			-34
P1441	Inspect personnel for compliance with military standards	35		69			-34
P1405	Develop or establish work schedules	22		55			-33
P1442	Interpret policies, directives, or procedures for subordinates	22		55			-33
P1456	Schedule work assignments or priorities	19		52			-33

TABLE 28

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND ANG DAFSC 2A172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE DAFSC		ANG DAFSC		DIFF
	2A172 (N=50)	(N=133)	2A172	(N=133)	
P1461	66	11			55
P1396	68	20			48
P1391	72	29			43
P1431	68	30			38
P1462	62	25			37
P1438	52	15			37
P1435	56	20			36
P1398	68	32			36
P1419	58	22			36
P1392	70	34			36
B0187	10	76			-66
A0016	22	88			-66
A0003	6	71			-65
C0322	10	74			-64
F0768	2	65			-63
B0168	12	74			-62
B0139	12	74			-62
B0170	18	79			-61
F0710	8	68			-60
B0240	18	77			-59

TABLE 29

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY AND AFRC DAFSC 2A172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ACTIVE		AFRC		DIFF
	DAFSC		DAFSC		
	2A172	2A172	2A172	2A172	
	(N=50)	(N=77)			
P1391	72	40	32	32	
P1454	50	21	29	29	
P1396	68	43	25	25	
P1390	42	18	24	24	
P1435	56	32	24	24	
R1493	30	6	24	24	
P1452	42	19	23	23	
P1436	54	32	22	22	
P1429	52	31	21	21	
P1438	52	31	21	21	
C0322	10	66	-56	-56	
B0043	14	69	-55	-55	
B0187	10	65	-55	-55	
C0333	12	65	-53	-53	
B0097	26	78	-52	-52	
B0129	18	70	-52	-52	
C0321	18	70	-52	-52	
B0128	18	70	-52	-52	
B0094	10	62	-52	-52	
C0329	6	57	-51	-51	

TABLE 30

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ANG AND AFRC DAFSC 2A172 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	ANG (N=133)		AFRC (N=77)		DIFF
	DAFSC	2A172	DAFSC	2A172	
I1021 Perform operational checks of N-1 compass systems	56		8		48
I1026 Remove or install N-1 compass system LRUs	54		8		46
I1012 Inspect N-1 compass systems	55		9		46
I1041 Troubleshoot N-1 compass systems	53		8		46
I1001 Fault isolate N-1 compass system LRUs	52		8		44
I0995 Bench check N-1 compass system LRUs	50		6		44
I1036 Repair N-1 compass systems	49		5		44
I1011 Inspect N-1 compass system LRUs	51		9		42
I1040 Troubleshoot J-4 compass systems	44		3		42
I1020 Perform operational checks of J-4 compass systems	44		3		41
PI461 Write performance reports or supervisory appraisals	11		45		-35
PI392 Conduct safety inspections of equipment or facilities	34		65		-31
C0360 Inspect turbine inlet temperature systems	22		53		-31
B0115 Inspect GPWS LRUs or GCAS LRUs	29		57		-29
C0473 Troubleshoot oil cooler flap systems	17		44		-28
C0404 Remove or install oil cooler flap system indicators	16		44		-28
C0282 Bench check fuel pressure indicating system LRUs	19		45		-27
C0375 Perform operational checks of fuel pressure indicating systems	26		53		-27
B0053 Bench check ground proximity warning system (GPWS) LRUs or ground collision avoidance system (GCAS) LRUs	16		43		-26
C0469 Troubleshoot fuel pressure indicating systems	26		52		-26

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

In this study, there are 43 members in their first-enlistment (1-48 months TAFMS), representing 2 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Sixty-seven percent of these airmen are performing Shop Maintenance duties compared to 28% performing Flightline Maintenance duties. Table 31 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend 89 percent of their time performing the technical tasks of Duties A-J.

Table 32 lists representative tasks performed by first-enlistment personnel. Most involve the General Guidance and Control tasks of Duty A.

Table 33 reflects the Test Equipment used by active duty first-enlistment respondents, while Table 34 lists the Forms used.

**DISTRIBUTION OF 2A1X2 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N = 43)**

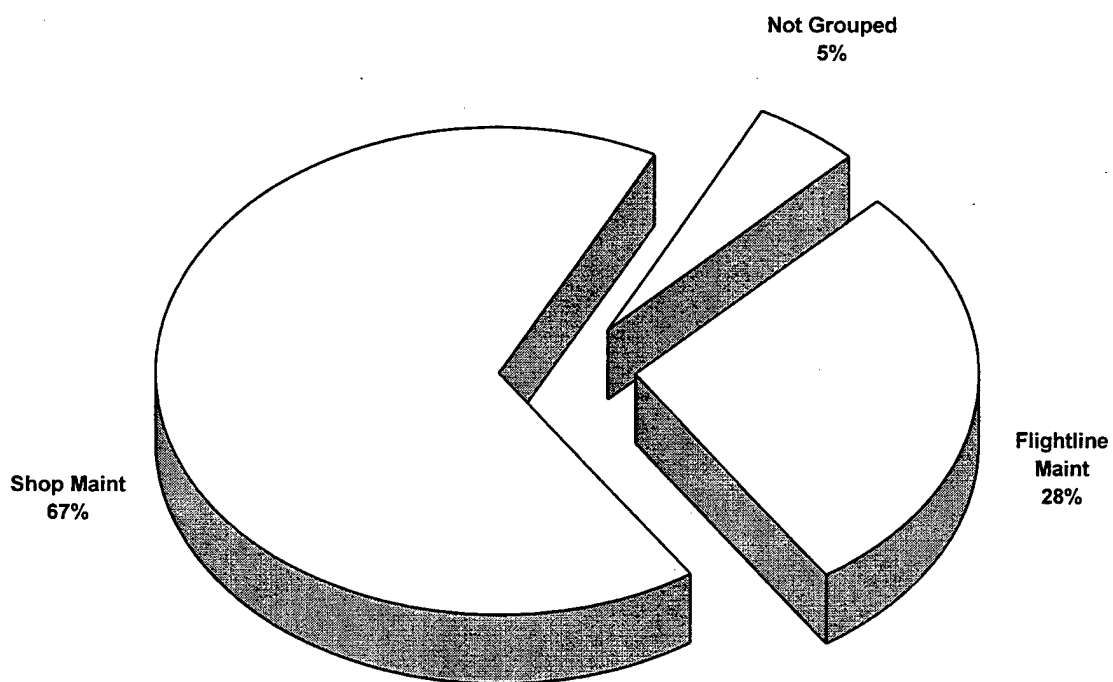


FIGURE 2

TABLE 31
RELATIVE PERCENT TIME SPENT ON DUTIES BY
ACTIVE DUTY FIRST-ENLISTMENT PERSONNEL
(N=43)

DUTIES	PERCENT TIME SPENT
A PERFORMING GENERAL GUIDANCE AND CONTROL SYSTEMS ACTIVITIES	24
B MAINTAINING FLIGHT INSTRUMENT SYSTEMS	21
C MAINTAINING ENGINE INSTRUMENT SYSTEMS	4
D MAINTAINING FLIGHT DIRECTOR AND NAVIGATION SYSTEMS	12
E MAINTAINING FUEL OR LIQUID QUANTITY INDICATING SYSTEMS	3
F MAINTAINING POSITION INDICATING SYSTEMS	1
G MAINTAINING AUTOMATIC FLIGHT CONTROL SYSTEMS	9
H MAINTAINING AUGMENTATION SYSTEMS	1
I MAINTAINING COMPASS SYSTEMS	6
J MAINTAINING INERTIAL NAVIGATION SYSTEMS (INSs) OR WEAPONS RELEASE COMPUTER SYSTEMS	8
K MAINTAINING FIRE CONTROL SYSTEMS	*
L MAINTAINING FUEL SAVING ADVISORY OR COCKPIT AVIONICS SYSTEMS	1
M MAINTAINING FLIGHT RECORDERS	*
N PERFORMING GENERAL AIRCRAFT ACTIVITIES	1
O PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	1
P PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
Q PERFORMING TRAINING ACTIVITIES	1
R PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1
S PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A1X2
ACTIVE DUTY FIRST-ENLISTMENT PERSONNEL
(N=43)

TASKS		PERCENT MEMBERS PERFORMING
A0010	Inspect test equipment	86
A0031	Solder or desolder electrical components	86
A0004	Crimp electrical connections	81
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	79
A0013	Perform corrosion control procedures	77
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	65
A0015	Perform safety wire procedures	65
B0044	Bench check altimeters	65
A0005	Fabricate coaxial or triaxial cables	65
A0025	Repair crimped pin connectors	65
A0027	Repair electrical wiring	63
A0024	Repair coaxial cables or connectors	63
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	60
B0098	Inspect altimeters	60
I0992	Bench check C-12 compass system LRUs	58
B0043	Bench check airspeed indicators	58
A0033	Troubleshoot test equipment	56
A0002	Calibrate test equipment	51
A0029	Repair test equipment	51
B0097	Inspect airspeed indicators	51
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	49
D0535	Inspect periscopic sextants	49
G0870	Inspect E-4 autopilot system LRUs	47
I1005	Inspect C-12 compass system LRUs	47
G0842	Bench check E-4 autopilot system LRUs	44
G0920	Repair E-4 autopilot system LRUs	44
A0023	Repair circuit card assemblies	44
B0133	Inspect VVIs	44
A0001	Apply range marks or slippage marks	44
B0129	Inspect true airspeed indicators	44
B0062	Bench check VVIs	42
D0495	Bench check periscopic sextants	42
B0142	Perform operational checks of altimeters	42
J1045	Bench check digital INS LRUs	40
S1524	Evaluate serviceability of equipment, tools, parts, or supplies	40
G0853	Fault isolate E-4 autopilot system LRUs	40
B0123	Inspect pitot-static system lines, hoses, or fittings	40
A0017	Pot electrical connections	40

* Average Number of Tasks Performed - 92

TABLE 33

TEST EQUIPMENT USED BY ACTIVE DUTY
FIRST-ENLISTMENT AFSC 2A1X2 PERSONNEL

EQUIPMENT	1ST ENL (N=43)
Multimeter, Digital	95
Oscilloscope	81
Voltmeter, Digital	81
Multimeter, Analog	60
Voltmeter, Analog	60
Scorsby Table	56
Test Set, ADI	56
Test Set, TTU-205D/F Digital Pitot Static	56
Test Set, TTU-229E Attitude Encoder	56
Breakout Box	53
Test Bench, E-4 Autopilot	53
Decade Resistor	51
Test Set, TTU-27E Tachometer	51
Analyzer, Line	47
Signal Generator	44
Voltmeter, Phase	44
Tester, C-12 Compass Field	44
Program Load Unit	42
Test Set, TTU-205 Pressure-Temperature	40
Tester, Tube	40
Bench Set, AN/SAM-208 Inertial Navigation Sys	35
Test Set, 476E-4A Horizontal Situation Indicator	35
Collimeter	33
Test Set, 980L Analog Flight Director	33
Test Set, GTF-6 Capacitance Fuel Quantity	33
Test Set, AHRS	30
Theodolite	30
Frequency Counter	28
Inertial Test Rack	28
Test Set, Rate Gyro	28
Test Set, TTU-23E Synchro	28
Analyzer, Attitude Heading Reference System	26

TABLE 34

FORMS USED BY ACTIVE DUTY
FIRST-ENLISTMENT AFSC 2A1X2 PERSONNEL

FORM	1ST ENL (N=43)
DD 1574, Serviceable Tag – Materiel	98
DD 1577-1, Unserviceable (Condemned) Label	93
DD 1577, Unserviceable (Condemned) Tag	84
AF 2005, Issue/Turn-In Request	79
AFTO 22, Technical Order Improvement Record	72
AFTO 350, Repairable Item Processing Tag	70
DD 1575, Suspended Tag – Materiel	49
AF 2413, Supply Control Log	47
AFTO 349, Maintenance Data Collection Record	47
AF 1297, Temporary Issue Receipt	44
DD 1574-1, Serviceable Label – Materiel	42
SF 368, Product Quality Deficiency Report	42
AF 2520, Repair Cycle Control Log	40
DD2332, Product Quality Deficiency Report Exhibit	37
AF 55, Employee Safety and Health Record	33
AFTO 256, No Calibration Required	28
AF 1492, Warning Tag	23
AFTO 187, Technical Order Publications Request	23
AFTO 244, Industrial/Support Equipment Record	23

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel, along with a measure of the difficulty of the JI tasks (see high rated tasks presented in Table 35). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To assist technical school personnel, AFOMS has developed a computer program that incorporates these secondary factors and the percentage of first-enlistment personnel performing each task to produce an Automated Training Indicator (ATI) for each task. These indicators correspond to training decisions listed and defined in the Training Decision Logic Table found in Attachment 2, AETCI 36-2601, and allows course personnel to quickly focus their attention on those tasks which are most likely to qualify for initial resident course consideration.

TE ratings of 2A1X2 first-enlistment airmen were very low, making this data unacceptable for quantitative analysis.

Table 35 shows TD raters reported performing magnetic surveys of compass rose and performing electrical swings of compass systems to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, they would be inappropriate for inclusion in a resident curriculum and are more appropriately taught as OJT items.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, ATI information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.)

TABLE 35

TASKS RATED HIGHEST IN TASK DIFFICULTY

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING				
		2A1X2 1ST JOB (N=13)	2A1X2 1ST ENL (N=43)	2A132 (N=32)	2A152 (N=133)	2A172 (N=50)
I1015	8.45	8	7	6	4	10
I1014	8.25	0	5	6	1	10
I1016	7.93	0	2	3	0	6
E0700	7.37	0	2	3	2	6
AC or DC capacitance fuel quantity indicating systems						
N1363	7.28	0	2	3	0	4
E0637	7.24	8	2	3	2	4
Fault isolate capacitance liquid quantity indicating system LRUs, other than AC or DC capacitance fuel quantity indicating system LRUs						
I1002	7.16	0	0	0	0	6
E0636	7.15	0	2	3	11	10
E0699	7.14	8	9	13	10	12
E0638	7.09	0	0	0	0	0
E0639	7.04	0	2	3	4	4
E0703	7.04	8	9	13	7	4
E0684	6.99	0	2	3	2	4
Repair capacitance liquid quantity indicating systems, other than AC or DC capacitance fuel quantity indicating systems						
H0987	6.99	0	2	3	2	0
H0990	6.96	0	2	3	4	4
J1129	6.94	23	7	6	12	6
A0023	6.93	38	44	44	52	26
J1131	6.90	31	16	19	17	4
D0610	6.90	0	5	6	7	8
E0702	6.87	8	7	9	2	2
I1013	6.84	8	7	9	1	6
E0682	6.81	8	7	9	7	8
A0012	6.80	8	21	16	23	22
E0683	6.79	8	2	3	2	2
Repair capacitance liquid quantity indicating system LRUs, other than AC or DC capacitance fuel quantity indicating system LRUs						
E0640	6.78	0	5	6	3	8
A0033	6.77	46	56	53	65	32
A0029	6.74	38	51	47	62	30

* Average TD Rating is 5.00

Specialty Training Standard (STS)

A comprehensive review of STS 2A1X2, dated April 1994, compared STS items to survey data (based on the previously mentioned assistance from subject-matter experts in matching JI tasks to STS elements). STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 30 percent or more of the personnel in a skill level [criterion group] of the AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential elements. Some elements with no performance coding have high percentages of personnel performing matched tasks and should be reviewed by training personnel for possible inclusion in the basic course (Table 36).

Examples of STS elements currently coded with proficiency codes and not supported by survey data are displayed in Table 37. These elements warrant review by training personnel to ensure continued inclusion in the basic course is warranted.

Tasks not referenced to any element of the STS are listed at the end of the STS computer listing. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Those technical tasks performed by 30 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 38. Training personnel and SMEs should review these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 36

EXAMPLES OF TECHNICAL TASKS PERFORMED BY AFSC 2A1X2 GROUP MEMBERS
SUGGESTED FOR PROFICIENCY CODE REVIEW TO PERFORMANCE CODING
(PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING				TASK DIFF
		3-SKL LVL (N=68)	5-SKL LVL (N=138)	7-SKL LVL (N=146)		
13.	COMPASS SYSTEM					
13b.	Perform Inspection	-	-	-		
I1005	Inspect C-12 compass system LRUs	50	33	26	4.35	
I1006	Inspect C-12 compass systems	31	22	16	4.52	
13c.	Perform Operational Checks	-	-	-		
I1018	Perform operational checks of C-12 compass systems	41	19	16	5.42	
13e.	Bench Check	-	-	-		
I0992	Bench check C-12 compass system LRUs	59	35	18	5.63	
13f.	Isolate LRU Malfunctions	-	-	-		
I0098	Fault isolate C-12 compass system LRUs	34	27	12	5.82	
13g.	Repair Malfunctions	-	-	-		
I1029	Repair C-12 compass system LRUs	38	26	10	6.00	

* Average TD Rating is 5.00

TABLE 37

**EXAMPLES OF STS ITEMS NOT SUPPORTED BY ACTIVE DUTY SURVEY DATA
(LESS THAN 20 PERCENT MEMBERS PERFORMING)**

TASKS			PERCENT MEMBERS PERFORMING				TASK DIFF
			3-SKL LVL (N=68)	5-SKL LVL (N=138)	7-SKL LVL (N=146)		
14.	ATTITUDE HEADING REFERENCE SYSTEM						
14b.	Perform Inspection	2b - - -					
D0517	Inspect HARs or AHHSs		9	5	4	3.80	
14c.	Perform Operational Check	2b - - -					
D0545	Perform operational checks of AHRs or AHHSs		9	7	6	5.24	
15.	FLIGHT DIRECTOR SYSTEM						
15c.	Perform Operational Check	2b - - -					
D0548	Perform operational checks of dual-flight director systems		3	2	8	5.30	
D0550	Perform operational checks of flight director systems, other than dual-flight director systems						
15d.	Troubleshoot System	2b - - -					
D0609	Troubleshoot dual-flight director systems		3	6	8	6.45	
D0611	Troubleshoot flight director systems, other than dual-flight director systems		0	5	10	6.47	
17.	STABILITY AUGMENTATION SYSTEM						
17b.	Perform Inspection	2b - - -					
H0964	Inspect SAS LRUs		6	11	4	4.40	
H0965	Inspect SASs		3	5	4	4.38	
17c.	Perform Operational Check	2b - - -					
H0970	Perform operational checks of SASs		3	5	4	5.64	

* Average TD Rating is 5.00

TABLE 38

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE
ACTIVE DUTY GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING				TASK DIFF	
	3-SKL LVL (N=193)		5-SKL LVL (N=996)			7-SKL LVL (N=608)
A0003	34	20	6		3.65	
A0008	34	23	22		1.15	
A0018	34	19	16		3.25	
B0034	31	21	8		3.82	
B0036	31	17	14		3.85	
B0095	41	31	18		1.46	

* Average TD Rating is 5.00

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 39 presents job satisfaction data for AFSC 2A1X2 TAFMS groups, together with TAFMS data for a comparative sample of Mission Equipment Management career ladders surveyed in 1997. All TAFMS groups rated perception of job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work much lower than the comparative sample. The first-enlistment and career groups have much lower reenlistment intentions than the comparative sample. It is very interesting to note how job satisfaction of career ladder personnel declines with time in service through the second enlistment for all indicators.

An indication of how job satisfaction perceptions have changed over time is provided in Table 40, where again TAFMS data for the current survey respondents are presented, along with data from the last occupational survey report. Reviewing this table, current survey satisfaction ratings for job interest, perceived utilization of talents, perceived utilization of training, sense of accomplishment from work, and reenlistment intentions are rated lower than the previous survey for all TAFMS groups. Reenlistment intentions for all TAFMS groups are much lower than the 1994 survey. There is an alarming decline in reenlistment intentions for the career group, down from 75 percent from the previous survey to only 59 percent in the current survey.

In Table 41, a review of the job satisfaction ratings for the specialty jobs and clusters identified in this survey reveals very low satisfaction ratings for all areas among the Shop Maintenance Cluster and UAV Maintenance Job.

TABLE 39

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
1998 2A1X2 (N=43)	COMP SAMPLE* (N=3,883)	1998 2A1X2 (N=72)	COMP SAMPLE* (N=2,651)	1998 2A1X2 (N=100)	COMP SAMPLE* (N=6,033)
53	68	50	65	58	74
26	17	26	20	20	17
21	15	24	15	22	9
65	72	57	75	78	84
35	28	43	25	22	16
72	84	62	82	67	80
28	16	38	18	33	20
51	64	47	66	58	72
21	17	11	15	15	11
28	19	42	19	27	17
49	52	68	66	59	71
51	48	32	34	17	8
0	0	0	0	24	21

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
PLAN TO RETIRE

* Comparative sample of Mission Equipment Management career ladders surveyed in 1997 include the 2A3X2A/B/C, 2A5X3A/B/C, 2A6X3, 2A6X5, 2A7X1, 2A7X3, 2E1X1, 2E8X1, 2MOX2, 2W0X1, AND 2W2X1 AFSCs.

TABLE 40

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1998 2A1X2 (N=43)	1994 455X1 (N=600)	1998 2A1X2 (N=72)	1994 455X1 (N=570)	1998 2A1X2 (N=100)	1994 455X1 (N=1,153)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	53	85	50	74	58	78
SO-SO	26	10	26	15	20	13
DULL	21	5	24	11	22	9
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	65	86	57	78	78	80
LITTLE OR NOT AT ALL	35	14	43	22	22	20
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	72	88	62	76	67	80
LITTLE OR NOT AT ALL	28	12	38	24	33	20
<u>SENSE OF ACCOMPLISHMENT GAINED FROM WORK:</u>						
SATISFIED	51	82	47	73	58	72
NEUTRAL	21	8	11	8	15	10
DISSATISFIED	28	10	42	19	27	18
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	49	65	68	74	59	75
NO, OR PROBABLY NO	51	35	32	26	17	8
PLAN TO RETIRE	0	0	0	0	24	17

TABLE 41

COMPARISON OF JOB SATISFACTION INDICATORS BY ACTIVE DUTY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Flightline Maint Cluster (N=922)	Shop Maint Cluster (N=117)	UAV Maint Job (N=10)	Mgmt Cluster (N=173)	Quality Assurance Job (N=11)	Instructor Job (N=16)
INTERESTING	75	48	40	70	82	94
SO-SO	17	21	20	15	18	6
DULL	8	31	40	15	0	0
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	84 16	60 40	20 80	78 22	100 0	94 6
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	87 13	65 35	40 60	65 35	91 9	75 25
SATISFIED	72	43	50	66	73	94
NEUTRAL	14	13	10	13	18	6
DISSATISFIED	14	44	40	21	9	0
YES, OR PROBABLY YES	63	57	60	57	55	88
NO, OR PROBABLY NO	30	42	40	10	18	12
WILL RETIRE	7	1	0	33	27	0

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed only by the AD members of this career ladder. The ANG and AFRC members are more aligned with the organizational maintenance tasks of AFSC 2A4X1, Aircraft Guidance and Control Systems. The Reserve Forces comprise 75 percent of the total assigned personnel of this specialty, which would lend credence to the review for a possible merger with AFSC 2A4X1.

Career ladder training documents appear, on the whole, to be well supported by survey data, but require review to ensure appropriate proficiency coding.

Job satisfaction is fairly low for all TAFMS when compared to both the comparative sample of like AFSCs and the previous survey.

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APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS

TABLE A1

Flightline Maintenance Cluster

TASKS		PERCENT MEMBERS PERFORMING (N=1,544)
A0015	Perform safety wire procedures	96
A0004	Crimp electrical connections	95
B0134	Perform leak checks of pitot-static system lines, hoses, or fittings	94
B0141	Perform operational checks of airspeed indicators	93
A0027	Repair electrical wiring	92
B0142	Perform operational checks of altimeters	92
B0184	Remove or install pitot-static system lines, hoses, or fittings	92
B0169	Remove or install airspeed indicators	92
B0140	Perform operational checks of airspeed indicating systems	91
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	90
B0170	Remove or install altimeters	90
A0001	Apply range marks or slippage marks	90
B0258	Troubleshoot pitot-static system lines, hoses, or fittings	89
A0025	Repair crimped pin connectors	89
B0123	Inspect pitot-static system lines, hoses, or fittings	87
B0097	Inspect airspeed indicators	86
B0098	Inspect altimeters	85
B0096	Inspect airspeed indicating systems	84
B0240	Troubleshoot airspeed indicating systems	83
A0031	Solder or desolder electrical components	83
B0083	Fault isolate pitot-static system lines, hoses, or fittings	79
B0159	Perform operational checks of true airspeed indicating systems	79
B0187	Remove or install true airspeed indicators	79
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	78
B0160	Perform operational checks of true airspeed indicators	78
C0460	Troubleshoot engine fuel flow indicating systems	78
A0013	Perform corrosion control procedures	76
A0024	Repair coaxial cables or connectors	76
C0391	Remove or install engine fuel flow indicating system LRUs	76
A0010	Inspect test equipment	75
B0069	Fault isolate airspeed indicators	74
B0128	Inspect true airspeed indicating systems	74
B0190	Remove or install VVIs	74
B0261	Troubleshoot true airspeed indicating systems	74
F0768	Perform operational checks of flap position indicating systems	74
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	73
B0163	Perform operational checks of VVIs	73
B0129	Inspect true airspeed indicators	73
C0366	Perform operational checks of engine fuel flow indicating systems	73

TABLE A2

Shop Maintenance Cluster

TASKS		PERCENT MEMBERS PERFORMING (N=158)
A0031	Solder or desolder electrical components	88
A0014	Perform electrostatic discharge sensitive device (ESD) safety procedures	82
A0010	Inspect test equipment	82
A0004	Crimp electrical connections	81
A0027	Repair electrical wiring	77
A0025	Repair crimped pin connectors	70
A0013	Perform corrosion control procedures	65
A0033	Troubleshoot test equipment	65
A0015	Perform safety wire procedures	64
A0019	Remove or install common electrical system components, such as relays, circuit breakers, or switches	61
A0029	Repair test equipment	61
A0024	Repair coaxial cables or connectors	59
A0005	Fabricate coaxial or triaxial cables	58
A0023	Repair circuit card assemblies	55
B0043	Bench check airspeed indicators	54
A0002	Calibrate test equipment	48
S1524	Evaluate serviceability of equipment, tools, parts, or supplies	46
J1095	Load or verify INS computer programs	45
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	44
A0017	Pot electrical connections	44
B0044	Bench check altimeters	43
S1529	Inventory equipment, tools, parts, or supplies	42
B0097	Inspect airspeed indicators	42
B0039	Bench check air data computers	40
A0001	Apply range marks or slippage marks	39
B0062	Bench check VVIs	39
S1536	Store equipment, tools, parts, or supplies	37
B0098	Inspect altimeters	35
L1189	Bench check fuel saving advisory system (FSAS) LRUs	35
J1045	Bench check digital INS LRUs	34
C0273	Bench check engine fuel flow indicating system LRUs	33
S1535	Pick up or deliver equipment, tools, parts, or supplies	32
B0057	Bench check stall warning system LRUs	32
C0278	Bench check engine pressure ratio (EPR) indicating system LRUs	32
A0007	Fabricate multiconductor cables	31
A0011	Load or certify maintenance data recorder cassette cartridges	31
A0028	Repair multiconductor cables	30
S1530	Issue or log turn-ins of equipment, tools, parts, or supplies	30
S1525	Identify and report equipment or supply problems	30
D0486	Bench check AHRS LRUs or AHHS LRUs	30
G0841	Bench check digital AFCS LRUs	30

TABLE A3

Unmanned Aerial Vehicle (UAV) Job

TASKS		PERCENT MEMBERS PERFORMING (N=10)
N1325	Perform preflight, thruflight, or postflight inspections	100
N1299	Assist in aircraft weight and balance functions	100
N1298	Assist in aircraft engine removals or installations	100
N1321	Perform ground engine runs	100
N1311	Jack or level aircraft	100
N1345	Remove or install aircraft wheel and tire assemblies	100
N1332	Position or remove aircraft chocks	90
N1312	Launch or recover aircraft	90
N1320	Perform engine removal preparation procedures	90
N1305	Inspect aircraft landing gear systems	90
A0015	Perform safety wire procedures	90
N1355	Service aircraft tires	90
N1316	Participate as tow team member or supervisor	80
A0016	Perform scheduled inspections, such as isochronal, periodic, or phased	70
N1361	Static ground aircraft	70
N1359	Service engine oil systems	70
B0146	Perform operational checks of AOA systems	70
B0106	Inspect AOA systems	70
N1347	Remove or install landing gear components	70
N1336	Refuel or defuel aircraft using over-the-wing method	60
N1340	Remove or install aircraft doors or panels	60
N1331	Position powered or nonpowered Aerospace Ground Equipment (AGE)	60
N1364	Transport test equipment or units to or from flightline	50
N1342	Remove or install aircraft light lenses, light bulbs, or batteries	50
N1326	Perform supplemental inspections, such as acceptance, calendar, or time replacement item	50
N1314	Marshall aircraft	50
N1338	Remove or install aircraft brake assemblies	50
Q1470	Conduct OJT	50
N1337	Refuel or defuel aircraft using single-point method	40
B0140	Perform operational checks of airspeed indicating systems	40
N1319	Perform end-of-runway inspections	30
N1365	Wash aircraft	20

TABLE A4

Management Cluster

TASKS		PERCENT MEMBERS PERFORMING (N=209)
P1441	Inspect personnel for compliance with military standards	81
P1445	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	80
P1398	Counsel subordinates concerning personal matters	79
P1458	Supervise military personnel	78
P1401	Determine or establish work assignments or priorities	75
P1396	Conduct supervisory performance feedback sessions	74
P1431	Evaluate personnel for compliance with performance standards	72
P1442	Interpret policies, directives, or procedures for subordinates	71
P1461	Write performance reports or supervisory appraisals	70
P1462	Write recommendations for awards or decorations	70
P1393	Conduct self-inspections or self-assessments	68
P1405	Develop or establish work schedules	65
P1391	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	65
P1388	Assign personnel to work areas or duty positions	64
P1395	Conduct supervisory orientations for newly assigned personnel	63
P1392	Conduct safety inspections of equipment or facilities	62
P1432	Evaluate personnel for promotion, demotion, reclassification, or special awards	61
P1456	Schedule work assignments or priorities	60
P1419	Establish performance standards for subordinates	58
Q1485	Maintain training records or files	56
P1404	Develop or establish work methods or procedures	56
P1435	Evaluate work schedules	55
P1399	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	55
P1438	Initiate actions required due to substandard performance of personnel	55
Q1481	Evaluate progress of trainees	54
Q1475	Counsel trainees on training progress	54
P1454	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	51
Q1480	Evaluate personnel to determine training needs	51
S1524	Evaluate serviceability of equipment, tools, parts, or supplies	50
Q1472	Determine training requirements	48
P1426	Evaluate job-related suggestions	46
P1434	Evaluate safety or security programs	45
P1424	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) program	45
Q1490	Schedule training	44
P1410	Direct training functions	43
S1525	Identify and report equipment or supply problems	43
P1389	Assign sponsors for newly assigned personnel	43
P1437	Indorse performance reports or supervisory appraisals	42

TABLE A5

Quality Assurance

TASKS		PERCENT MEMBERS PERFORMING (N=14)
B0123	Inspect pitot-static system lines, hoses, or fittings	100
F0745	Inspect flap position indicating system LRUs	100
B0096	Inspect airspeed indicating systems	100
B0097	Inspect airspeed indicators	100
C0332	Inspect engine tachometer indicating system LRUs	100
F0746	Inspect flap position indicating systems	93
B0098	Inspect altimeters	93
C0348	Inspect oil pressure indicating system LRUs	93
B0117	Inspect hydraulic pressure indicating system LRUs	93
C0321	Inspect engine fuel flow indicating system LRUs	93
P1441	Inspect personnel for compliance with military standards	86
A0010	Inspect test equipment	86
P1426	Evaluate job-related suggestions	86
B0091	Inspect air data computers	86
B0128	Inspect true airspeed indicating systems	86
B0129	Inspect true airspeed indicators	86
C0328	Inspect engine oil temperature indicating system LRUs	86
B0094	Inspect air temperature indicating systems	86
B0118	Inspect hydraulic pressure indicating systems	86
B0093	Inspect air temperature indicating system LRUs	86
P1392	Conduct safety inspections of equipment or facilities	79
R1515	Participate in TCTO meetings	79
J1074	Inspect digital INS LRUs	79
C0317	Inspect engine EGT indicating system LRUs	79
R1518	Review TO changes	79
A0008	Inspect aircraft shock mounts	79
B0133	Inspect VVIs	79
C0349	Inspect oil pressure indicating systems	79
C0322	Inspect engine fuel flow indicating systems	79
C0333	Inspect engine tachometer indicating systems	79
P1431	Evaluate personnel for compliance with performance standards	71
P1445	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	71
J1075	Inspect digital INSs	71
C0318	Inspect engine EGT indicating systems	71
P1429	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	71
F0743	Inspect elevator trim position indicating system LRUs	71
A0009	Inspect data buses	71
N1305	Inspect aircraft landing gear systems	71
N1304	Inspect aircraft hydraulic systems	71
C0329	Inspect engine oil temperature indicating systems	71
B0095	Inspect aircraft clocks	71